**HEADTEACHER PERSON SPECIFICATION**

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| **SANDSIDE LODGE SCHOOL** |
|  | ESSENTIAL | **DESIRABLE** |
| QUALIFICATIONS | 1. Qualified Teacher Status
2. Evidence of continuing professional development relating to school leadership and curriculum development
 | * NPQH or equivalent
* Special Education/SEND qualification
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| EXPERIENCERecent and successful experience of: | 1. Leadership and management in a special/primary/secondary school
2. Teaching at special/ primary/secondary school
3. Having a significant positive impact on standards and pupil progress
4. Tracking pupil progress highlighting areas of concern, planning interventions and ensuring these actions have a positive impact on attainment and progress
 | * Special school or SENDCO experience
* Working with governors and the wider community
* Teaching in more than one key stage
* Working with other agencies for the well-being of all pupils and their families
* Managing a delegated budget
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| KNOWLEDGEUnderstanding of: | 1. Principles for the development of effective teaching practice
2. SEN Code of Practice
3. Strategies for raising standards of achievement for all pupils
4. Principles of school self-evaluation and strategies for planning school improvement
5. Strategies to develop partnership with parents and enhance community links
6. The range of data (whether school, LA, national) available for the evaluation and improvement of school performance and how to share this in an accessible way with staff, governors and parents
7. Effective safeguarding strategies
 | * The legislative framework for the school’s work, including governance, curriculum and inspection frameworks and the requirements for statutory assessment
* Personnel issues and strategic financial planning
* Strategies to develop collaborative work with other schools
* Autism Outreach/Support
* Working with Health Services
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| **PROFESSIONAL SKILLS**Ability to: | 1. Inspire, motivate and challenge staff, pupils and others to carry the school vision forward, attain high goals and improve performance
2. Foster good teamwork and effective management of a staff team
3. Monitor and evaluate the performance of people and policies
4. Manage the school efficiently and effectively on a day-to-day basis
5. Maintain positive relationships with the Governing Board, external agencies, the LA, other schools, the special school cluster and parents
6. Engage effectively with the whole school community
7. Recognise the skills of other staff and to actively support their professional development
8. Demonstrate exemplary teaching practice
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| **PERSONAL ATTRIBUTES**Evidence of: | 1. Creative thinking and a vision for the future
2. The ability to relate constructively to others and to inspire confidence, commitment and respect from others
3. Can lead by example with resilience, clarity, honesty and integrity.
4. The ability to prioritise, plan and organise self and others
5. The capacity to communicate effectively with a variety of audiences and in a variety of styles
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